

SETTLEMENT AGREEMENT

BETWEEN:

Health Sciences Association of Saskatchewan,

Union

AND:

The Saskatchewan Health Authority,

Employer

The parties hereby agree to resolve HSAS Policy Grievance # 2018-041 on a without prejudice basis and on the following terms:

1. Appendix A of the current SAHO/HSAS collective agreement allows for employees who were previously covered by the SGEU/PSC and CUPE 600 collective agreements to access vacation prior to having earned that vacation.
2. The parties recognize that prior to April 1, 2018, former Regional Health Authorities used two (2) different methods to administer Appendix A of the SAHO/HSAS collective agreement. Some used a 'dump in' method, while others allowed vacation entitlements to 'show as negative'.
3. The parties acknowledge that the Employers are desirous of utilizing a single consistent method for administering Appendix A.
4. The parties acknowledge that the Union prefers use of the 'dump in' method to administer Appendix A.
5. Effective as soon as is reasonably practicable, the Employer shall convert all employees covered by Appendix A of the SAHO/HSAS collective agreement to the 'dump in' method.
6. To provide further clarity, all employees covered by Appendix A will have their accrued and upcoming year's vacation balance shown on their respective paystubs without needing to have their banks 'show as negative' to access their vacation entitlement as per Appendix A.

7. The agreement does not apply to employees who have previously elected or in the future elect to administer their vacation in accordance with Article 13 as per Appendix A 2.
8. The parties agree that this without prejudice agreement will serve as full and final settlement to the above noted grievance.

Dated at the City of Saskatoon, in the Province of Saskatchewan, this 16th day of July, 2019.

**HEALTH SCIENCES ASSOCIATION
OF SASKATCHEWAN**

Jane Pope
[Name]

LRO

[Title]

Dated at the City of Regina, in the Province of Saskatchewan, this 11th day of JULY, 2019.

**SASKATCHEWAN HEALTH
AUTHORITY**

Ingrid Reid
[Name] INGRID REID.

DIRECTOR, LABOUR RELATIONS URBAN

[Title]